



[2013]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

COMPANY: Syngenta Seeds
COUNTRY: Thailand
PROVINCE: Suphanburi
MONITOR: Global Standards
AUDIT DATE: August 13-16, 2013
PRODUCTS: Corn (seeds)
NUMBER OF WORKERS: 60
NUMBER OF WORKERS INTERVIEWED: 17
NUMBER OF FARMS VISITED: 16
TOTAL AREA COVERED IN AUDIT: 44 hectare
PROCESSES: Harvesting

To view more about the FLA's work with Syngenta, please visit the FLA website [here](#).

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Code Awareness

GEN 1: Establish and articulate clear, written workplace standards. Formally convey those standards to Company Growers as well as to Seed Organizers.

Noncompliance

Explanation: The Company has only provided information related to the Code in growers' agreements. Field supervisors, growers, and seed organizers were unable to clearly articulate code elements.

Plan Of Action: Syngenta will provide awareness of Company COC to the growers. Syngenta has launched a country wide campaign called " Happy better life " covering 2,100 growers. The company will conduct this campaign for the growers in a phased manner. Approximately 900 growers will be covered in 2013 and 1,200 growers in 2014. The trainings in this campaign will cover FLA COC, basic first aid concepts and safe chemical handling techniques.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Code Awareness:

GEN 2 Ensure that all Company growers as well as Seed Organizers inform their workers about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by workers) and undertake other efforts to educate workers about the standards on a regular basis.

Noncompliance

Explanation: Workers did not show awareness of the Code. There was no information posted that explained the Code to the workers.

Plan Of Action:

1. Most of the workers in Thailand are growers themselves. They complete the work at their own farms and work at other grower's farms during their lean time. Syngenta will identify the workers who do not own land separately and who are purely workers and train them.
2. All the identified workers will be invited at the regional area, at the grower leader's house, and will be trained on the 9 code elements, first aid and safe chemical handling in their local language.
3. These trainings will be conducted at the beginning of every season. The issues that need special attention would be identified by trainers and Syngenta representatives would be highlighted during these seasonal trainings.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Code Awareness:

GEN 3 Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees, Supervisors and employees of Seed organizers to report to the Company on noncompliance with the workplace standards, with security that they shall not be punished or prejudiced for doing so.

Noncompliance

Explanation: There was no communication channel in place for grievances. There were no records kept of any grievances.

Plan Of Action:

1. Syngenta will develop a secure communications channel for the workers, growers and supervisor of the Company to report on noncompliance to Syngenta;
2. Syngenta will develop a secure communication channel accompanied by a non-retaliation policy. As per the new channel, workers would be encouraged to report the complaints to the FLA manager, production leader or grower leader. FLA manager will investigate the reported issues and discuss with the respective farmers on remedial solutions, and in case of recurrence, FLA manager would seek assistance from Syngenta senior officials;
3. FLA manager, production manager, grower leader and trainers will inform the growers and workers on the grievance procedure during training sessions on COC;
4. Syngenta will develop a board to show the telephone number of FLA program manager, Syngenta telephone number, including emergency telephone no;
5. A suggestion box will be kept at the grower leader's house that could be opened by FLA manager or production manager and further processed for follow-up actions.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: General Compliance Child Labor

CL.1 Growers shall comply with all local laws, regulations, and procedures concerning the prohibition of child labor.

Noncompliance

Explanation: There was no system in place to monitor child labor and no awareness among growers and workers. One grower allowed four children (three of them estimated between the ages of 3 to 7 and one age 12) to assist their parents with de-husking of corn (paid on a piece rate). The worker, whom appears to be 12 years old, said she did not know her own age (she may not have a birth certificate or any identification).

Plan Of Action:

1. Syngenta has developed a child labor policy and procedure. The plan is to:
 - a) Train growers, workers and staff members on the child labor policy;
 - b) Monitor the implementation of the procedure at farm level;
 - c) Develop supporting documentation;
 - d) Review and analyze cases of repeated non-compliances;
 - e) Remediation procedure has also been put in place.
2. Syngenta will organize the awareness campaigns to educate approximately 150 growers and all workers and families on child labor issue. This includes displaying "No Child Labor" vinyl at the grower leader's farm and organizing two-way interactions using power point presentation in their local language.
3. Syngenta will coordinate with the local government to support workers' children education in the nearby schools.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Child Labor

CL.2 Growers shall not employ children younger than 15 (or 14 where the law of the country of production allows) or younger than the age for completing compulsory education in the country of production where such age is higher than 15.

Noncompliance

Explanation: One grower allowed four children (three of them estimated between the ages of 3 to 7 and one age 12).

Plan Of Action:

1. Syngenta had immediately informed the grower and the grower leader and these children had been removed from the farm.
2. Syngenta has developed a child labor policy and procedure. The Company will train 150 growers, 15 workers and 2 staff members on this child labor policy and procedure and will monitor the implementation of the procedure at farms, maintain necessary documentation, review and analyze cases of repeated non-compliances. Remediation procedure for child labor will be put in place in place.
3. Sensitization campaigns will be organized to prevent the use of child labor and address the importance of education.
4. Syngenta will coordinate with the local government to support the children 's education at the nearby schools.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Proof of Age Documentation

CL.3 Company will assist the grower in maintaining proof of age documentation for all young workers in the farm and is recommended to maintain proof of age documentation for all workers in the farm, including long term and casual workers.

Noncompliance

Explanation: The growers did not verify identification documents of those workers contracted to harvest corn on their farms. There is no age documentation available on the farms.

Plan Of Action:

- 1) Syngenta has developed a child labor policy and procedure. The plan is to:
 - a) Train growers, workers and staff members on the child labor policy;
 - b) Monitor the implementation of the procedure at farm level;
 - c) Develop supporting documentation;
 - d) Review and analyze cases of repeated non-compliances.
- 2) Syngenta will identify other possible means of verifying age by interacting with growers and finalize a procedure with list of possible documents for verifying the age. This would be included in the age verification procedure.
- 3) Syngenta will assist the growers in maintaining proof of age documentation for all young workers in the farms, including long term and casual workers.
- 4) Syngenta will educate the grower leader in maintaining copies of ID card in a file at the grower leader's farm.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Other Means of Age Verification

CL.4 In those cases where proof of age documentation is not readily available or unreliable, grower will take precautions to ensure that all workers are at least the minimum working age, including medical or religious records, school records or other means considered reliable in the local context.

Noncompliance

Explanation: There was no available documentation onsite, as children do not carry these documents in Thailand.

Plan Of Action:

- 1) Syngenta has developed a child labor policy and procedure. The plan is to:
 - a) Train growers, workers and staff members on the child labor policy,
 - b) Monitor the implementation of the procedure at farm level,
 - c) Develop supporting documentation,
 - d) Review and analyze cases of repeated non-compliances.
- 2) The grower leaders will conduct formal age verification of workers and maintain copies of ID card in a file at their farms. But since most of the farmers and workers usually do not carry their ID documents with them in Thailand, Syngenta will identify other means of verifying the workers' age by interacting with growers. Syngenta will then finalize a procedure with a list of possible documents for verifying the age. This would be included in the age verification procedure.
- 3) Syngenta will educate the growers in maintaining proof of age document and growers will take precaution to ensure that all workers are of at least the minimum working age.
- 4) Syngenta will make sure that if young workers are employed at farms, the growers will make sure to get signatures of their parents in ID card as approval and maintain those documents at the farms.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Children on Premises

CL.9 The grower will ensure that children (all children, including those residing in the farm) will not have access to areas such as machine/electric operation, application of pesticide and fertilizers, storage areas, and others where there are activities that can cause harm to the child.

Uncorroborated Noncompliance

Explanation: Monitors could not verify the movement of the children onsite as they were removed from working duties after we inquired about their ages.

Plan Of Action:

1. Syngenta has developed a child labor policy and procedure. The plan is to:
 - a) Train growers, workers and staff members on the child labor policy,
 - b) Monitor the implementation of the procedure at farm level,
 - c) Develop supporting documentation,
 - d) Review and analyze cases of repeated non-compliances.
2. The procedure will be implemented at the farms, which would make sure that children on premises would not be involved in hazardous processes/tasks.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Removal and Rehabilitation of Child Laborers

CL.10 If a child laborer is found working on the farms, the grower and the company shall ensure that the child is immediately removed from the farm and is rehabilitated and brought into the mainstream school system. The grower and company will make efforts to make this rehabilitation sustainable.

Uncorroborated Noncompliance

Explanation: There is no system in place for the removal and rehabilitation of child workers.

Plan Of Action:

1. Syngenta has developed a child labor policy and procedure. The plan is to:
 - a) Train growers, workers and staff members on the child labor policy;
 - b) Monitor the implementation of the procedure at farm level;
 - c) Develop supporting documentation;
 - d) Review and analyze cases of repeated non-compliances.
2. Syngenta will coordinate with local government to take care of children's education with support from the grower leaders.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: General Compliance Health and Safety

H&S.1 Growers shall comply with all local laws, regulations, and procedures concerning health and safety. In any case where local laws and the Workplace Code of Conduct are contradictory, the higher standards will apply. The grower will possess all legally required permits.

Noncompliance

Explanation: There are no health and safety regulations in Thailand that govern agricultural work. However, it was noted that no safety programs were in place at the time of the audit.

Plan Of Action:

- 1) Syngenta will develop a health and safety manual to be followed at farms;
- 2) Syngenta will train 150 growers on the Company COC, first aid and safe chemical usage topics;
- 3) Syngenta will provide notice boards to 2 grower leaders to display the 9 code elements and other posters to support good health and safety practices at their farms. Syngenta will provide information education materials like HSE posters, pictures of PPE usage at field to be displayed on the notice boards.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Document Maintenance/Worker Accessibility and Awareness

H&S.2 All documents required to be available to workers and growers by applicable laws (such as health and safety policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language(s) spoken by the workers if different from the local language. If the workers are illiterate, the company shall make an effort to provide pictorials that the workers can easily understand.

Noncompliance

Explanation: There was no documentation available related to HSE onsite. The IMS Center did not have a current list of agro-chemicals in use by growers or workers. However, Syngenta staff reported they would begin to distribute some forms of PPE to growers.

Plan Of Action:

1. Syngenta will provide health and safety manual with H&S policy, procedures and MSDS to the growers and create awareness of health & Safety in local language (Thai).
2. The procedures would involve a training component. Refer to GEN.2 for training plan.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Written Health and Safety Policy

H&S.3 The company, in consultation with growers, organizers, and if possible workers, is required to develop a health and safety policy. The policy must, at the very least, be aimed at complying with legal minimum safety and health standards, regulations, and procedures and with the Workplace Code of Conduct.

Noncompliance

Explanation: There was no clear HSE policy specific to Thailand in place at the IMS Center or onsite at farms.

Plan Of Action: Syngenta will provide health and safety policy in the Internal Monitoring System (IMS) manual and the same would be communicated to all workers.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Health and Safety Management System

H&S.4 The health and safety policy shall contain the framework for a comprehensive health and safety management system within which growers' responsibilities and workers' rights and duties, various responsibilities of designated personnel, procedures that enable workers to raise health and safety concerns, and procedures for reporting death, injury, illness, and other health and safety issues (for instance, near-miss accidents) are clear and regularly tested and reviewed.

Noncompliance

Explanation: Monitors did not observe any form of HSE management system at any grower farms or at the IMS Center.

Plan Of Action:

1. Syngenta will provide health and safety manuals with policies and procedures to be followed at farms to growers and educate them on using the manual;
2. Syngenta will educate the grower leaders to fill the form for reporting death, illnesses and other incident/accident and safety issue at the farms and conduct data analysis for assessment of the present condition and continuous improvement.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Communication to Workers

H&S.5 The health and safety policy shall be communicated to all workers in the local language or language(s) spoken by workers if different from the local language.

Noncompliance

Explanation: Workers were not aware of the risks involved with spraying chemicals or other potential hazards on the farms.

Plan Of Action:

1. Most of the workers in Thailand are growers themselves. They complete the work at their own farms and work at other grower's farms during their lean time. Syngenta will identify all workers who do not own land separately and who are purely workers and train them.
2. The identified workers will be invited at the regional area, at the grower leader's house, and will be trained on the 9 code elements, first aid and safe chemical handling in their local language.
3. These trainings will be conducted at the beginning of every season. The issues that need special attention would be identified by trainers and Syngenta representatives would be highlighted during these seasonal trainings.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Access to Safety Equipment and First Aid

H&S.6 The company should ensure that growers and workers have access to safety equipment and first aid.

Noncompliance

Explanation: Some PPE were found onsite, but in most cases they were inappropriate, of poor quality, and as reported by growers not consistently used by the workers.

Plan Of Action:

1. Syngenta will train 150 growers and all workers on aspects like the 9 code elements, first aid and safe chemical usage. The safe chemical usage aspects constitute 5 golden rules around triple rinse, chemical storage and chemical application techniques;
2. Syngenta will provide the MSDS and safe chemical usage guide book in Thai language to 150 growers and all workers and focus on chemical awareness and use of PPE with the most appropriate material and method;
3. Syngenta will provide personal protective equipment (PPE) to all growers. The company will create awareness among growers and workers on PPE usage;
4. Syngenta will encourage 2 grower leaders to support the growers in supplying PPE and first aid material at the farms.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Personal Protective Equipment

H&S.7 All necessary personal protective equipment (PPE), such as gloves, eye protection, respiratory protection, etc., should be made available to relevant workers to prevent unsafe exposure (such as inhalation or contact with solvent vapors, dust, etc.) to health and safety hazards.

Noncompliance

Explanation:	There were no standards concerning PPE in place and workers/growers were unaware of potentials risks, particularly in relation to the chemicals used (pesticides, herbicides, and fungicides).
Plan Of Action:	<ol style="list-style-type: none"> 1. Syngenta will train 150 growers and 15 workers on aspects like the 9 code elements, first aid and safe chemical usage. The safe chemical usage aspects constitute 5 golden rules around triple rinse, chemical storage and chemical application techniques; 2. Syngenta will provide the MSDS and safe chemical usage guide book in Thai language to 150 growers and 15 workers and focus on chemical awareness and use of PPE with the most appropriate material and method; 3. Normally the workers will bring their basic PPE like caps, masks, full sleeve shirts and boots to work with at farm. However Syngenta will educate the grower leader to focus on usage of standard PPE's and create awareness on potential risks, particularly in relation to chemicals used.
Deadline Date:	December 30, 2014
Action Taken:	
Plan Complete:	
Plan Complete Date:	

Health and Safety: Chemical Management and Training

H&S.8 All chemicals and hazardous substances, farm produce, and raw materials should be properly labeled and stored. The grower shall not use any banned (either by national or international laws) pesticides fertilizers, or any other agro chemicals in the farm. The grower shall ensure safe disposal of waste chemicals or empty containers of chemicals or packing materials. The grower/organizer/company will provide the necessary training to the worker with regard to handling of agro chemicals (pesticides, fertilizers, and other hazardous substances), their application and the use of personal protective equipment.

Noncompliance

Explanation:	There were no designated chemical storage areas. Some growers stored chemicals inside their homes. Some chemicals were stored with other work supplies. No separation of potentially flammable chemicals was undertaken. Growers had little knowledge of the dangers of physical exposure or how to handle accidents.
Plan Of Action:	<ol style="list-style-type: none"> 1. Syngenta will train 150 growers and 15 workers on aspects like the 9 code elements, first aid and safe chemical usage. The safe chemical usage aspects constitute 5 golden rules around triple rinse, chemical storage and chemical application techniques; 2. Syngenta will provide safe chemical usage guidebooks to all trainers for maintaining the quality of all trainings; 3. Syngenta will focus training on safe chemical storage at grower leader farms mainly for storing chemicals properly, preparing chemical storage and maintaining the entrance of the chemical storage room.
Deadline Date:	May 30, 2015
Action Taken:	
Plan Complete:	
Plan Complete Date:	

Health and Safety: Machinery Maintenance and Worker Training

H&S.11 All production machinery, equipment, and tools shall be regularly maintained and properly guarded. Workers shall receive training in the proper use and safe operation of machinery, equipment, and tools they use.

Noncompliance

Explanation: No training was available to growers or workers on machine maintenance or safe use of machinery.

Plan Of Action:

1. Syngenta plans to train approximately 150 growers and all workers on maintenance of production machinery, equipment and tools and safe operation of:
 - a. Machine guard
 - b. Electricity components
 - c. Electricity pump
- 2 Syngenta will provide notice board to grower leaders' farms to display HSE posters and create awareness on safety at work with machine and related potential hazards at the farms.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Medical Facilities

H&S.12 Medical facilities shall be established and maintained as required by applicable laws. In case of no local law, the company should ensure that the growers could approach them in case of medical emergencies and have the local medical officer's contact address available to the growers and workers. In the case of a medical emergency, e.g. injury or sudden illness, employers will not unreasonably delay allowing a worker to have access to medical treatment.

Noncompliance

Explanation: No standardized first aid was available to workers. And there was no medical emergency plan in place.

Plan Of Action:

1. Syngenta will train 150 growers and 15 workers on aspects like the 9 code elements, first aid and safe chemical usage. The safe chemical usage aspects constitute 5 golden rules around triple rinse, chemical storage and chemical application techniques;
2. Syngenta will arrange notice board at grower leaders' farms to display EMS telephone number including EMS for Hospital – 1669;
3. Syngenta will provide first aid kits to the one grower leader at this location and also keep the kits in the locations accessible to growers and workers.

Deadline Date: December 30, 2014

Action Taken:

Plan Complete:

Plan Complete Date:

Wages, Benefits and Overtime Compensation: Record Maintenance

WBOT.7 The company shall make efforts to educate and assist the growers in maintaining records of wages provided to the worker in cash or in-kind or both, and such records shall be acknowledge by the worker.

Noncompliance

Explanation:	There were no records available for review (related to worker payroll) at the grower farms or at the IMS Center.
Plan Of Action:	<ol style="list-style-type: none">1. Syngenta will make efforts to educate and assist the growers in maintaining hours of work and wage records and such records shall be acknowledge by the workers;2. Syngenta will provide suggestion box at grower leaders' houses to allow workers communicate about potential wage issues. The suggestion box would be opened by FLA manager or production manager and processed for further actions.
Deadline Date:	December 30, 2014
Action Taken:	
Plan Complete:	
Plan Complete Date:	